



# RIELITY CHECK

A publication of the Louis Riel Teachers' Association ([www.lrta.ca](http://www.lrta.ca))

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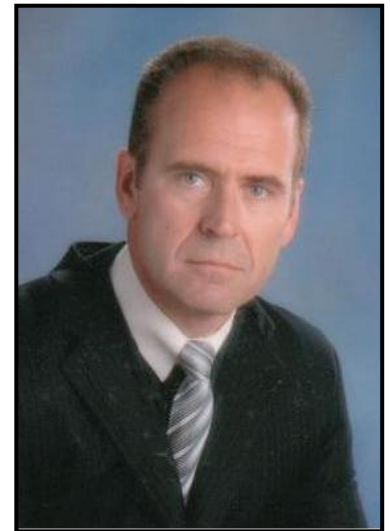
APRIL/MAY 2011

## PRESIDENT'S MESSAGE

President – Frank Restall

The Louis Riel Teachers' Association Annual General Assembly was held on Wednesday April 20th. Thank you to all members who took time from their busy schedules to attend the assembly and participate in the business of our Association. The strength of our Association continues to be the active involvement of our membership! A report of the 2011 AGA appears later in this newsletter as well as an overview of the current Dental plan which was reaffirmed at the meeting. Please mark your calendars...the 2012 LRTA AGA is scheduled for Wednesday, April 25, 2012!

On the heels of our own AGA is the 92nd Annual General Meeting of the Manitoba Teachers' Society Provincial Council. The meeting will take place Thursday, May 25 to Saturday, May 28 at the Fairmont Hotel. 23 delegates and alternates from the Louis Riel Teachers' Association will join delegates from other Associations from around the province in shaping the future direction of the Society. Resolutions have been tabled for debate, the budget that determines your MTS fees for 2011-2012 will be passed and elections to the Provincial Executive and for the office of Vice-president will take place.



The 23 LRTA representatives elected by LRTA members to attend AGM and work on your behalf include:

Carl Antymniuk	Deb Barry	James Bedford	Lynne Berard
Marcela Cabezas	Dallas Crawford	Karyn Durupt	Rayleen Dutka
Sean Fitzmaurice	Jack Fraser	Bob Gaudes	Tara Law
Angela Locke	Bernard Mazerolle	Tim Parker	Valérie Remillard
Ben Storie	Catherine Striffling	Alison Ward	Barry Wittevrongel
Scott Wood	Bill Young	Frank Restall	

Have you marked the LRTA Retirement Reception at the Legacy Center on June 16th in your calendars? Come out and say 'good-bye' to colleagues who are retiring from our profession. The LRTA Retirement Reception is always a wonderful social opportunity for members to wish the retirees well and to touch base with other colleagues before the start of summer.

The 2011-2012 Association calendar is nearly complete and will soon be forwarded to Council Reps and school administrators. The Association is asking that no school activities be scheduled on Council meeting days – nor on Thursday, September 15, 2011 (New Member Celebration), Wednesday, April 25, 2012 (AGA) or Thursday, May 3, 2012 (LRTA Appreciation Dinner).

In two months, this school year will draw to a close. The year-end places many demands upon members and that time is soon approaching. Strive to maintain balance in your lives, and now, more than ever, take care of yourself and take care of each other!

**Frank Restall**

President, Louis Riel Teachers' Association



# **ANNUAL GENERAL ASSEMBLY HIGHLIGHTS**

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The Louis Riel Teachers' Association's AGA was held April 20, 2011.

The 2011-2012 LRTA Executive will be comprised of:

President	<b>Frank Restall</b>	LRTA Office
VP Collective Bargaining	<b>Barry Wittevrongel</b>	Dakota Collegiate
VP Professional Development	<b>Bob Gaudes</b>	Samuel Burland School
Secretary-Treasurer	<b>Deb Barry</b>	Hastings School
ÉFM	<b>Bernard Mazerolle</b>	École Julie-Riel
Employee Benefits	<b>Carl Antymniuk</b>	Samuel Burland School
Equality in Education	<b>Dallas Crawford</b>	Hastings/Victor Wyatt Schools
Public Relations	<b>Sean Fitzmaurice</b>	Highbury School
Social	<b>Alison Ward</b>	Frontenac School
Members-at-Large (3)	<b>Marcela Cabezas</b>	Collège Jeanne-Sauvé
	<b>Tara Law</b>	École Julie-Riel
	<b>Ben Storie</b>	Glenlawn Collegiate
	<b>Jack Fraser</b>	Archwood School
	<b>James Bedford</b>	Dakota Collegiate
LRASA		
Past President		

**Your LRTA fees for 2011-2012 will be \$135** (a \$25 reduction from the previous year). Fees are deducted from your October and November pay cheques.

**POLICY A-5, ASSOCIATION SECRETARY'S SALARY**, was amended with the following addition: The hours worked by the Association Secretary shall be approved on a monthly basis by two Table Officers.

**POLICY B-18, ASSOCIATION DIRECTORY**, was referred to Council.

**POLICY B-8, IMPLEMENTATION OF BENEFIT PLANS**, the current Dental Plan was reaffirmed.

Thank you to Lorrie Restall and Darlene Karalash, recording secretaries; and Hélène Beauchemin, Lynne Bérard, Jay McGurran, Corinna Muzyka, Valérie Rémillard, and Sally Robin, scrutineers for the April 2011 Annual General Assembly. Also thanks to Deb Barry for running the power point and James Bedford, election moderator.

And finally, most importantly, thank you to all of the LRTA members who came out to the AGA to take care of LRTA business! As an Association is only as strong as its membership, your participation and support is greatly appreciated.



## **SURPLUS**

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Collective Bargaining – Barry Wittevrongel

Every year about this time, teachers are called in to the office to discover that they have been declared “surplus” in their schools. In other words, they will be transferred because a reduction in staff is required, usually because of declining enrolment in the building.

If you are in this position, what can you expect? You should receive a letter from the Division that states that a placement in Louis Riel should be confirmed shortly and preferably before May 31st. The Division has a responsibility to place you in another school in a position that considers not only the educational needs of the students, but also concerns raised by the teacher. According to a Posting Policy agreed to July 8, 2004 between the Division and the Association, teachers who have been declared surplus are a priority during the staffing process. When you are offered a position at another school, you do not necessarily have to accept the first offer. If you feel that it is not a match, you can say “no” and ask that the Division look further into its available positions to find a more suitable position.

Few teachers understand the rationale for the decision to declare them surplus. Remember, it is not a commentary on your abilities and you need not feel less of a teacher as a result. Teachers often comment (after the fact, of course) that transfer was a growth experience and in hindsight they do not understand why they felt slighted when chosen. But, we all know that hindsight is 20/20!

Finally, a reminder to all teachers – you are not employed by a specific school no matter what allegiance you might feel. You are employed by the Louis Riel School Division and the Division has the right to transfer its employees.

*The LRRTA is  
here for you*

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**[www.lrta.ca](http://www.lrta.ca)**

Please don't hesitate to contact us!



# LRTA DENTAL PLAN

MTS STAFF OFFICER (BENEFITS) – Glen Anderson

The Dental Plan for the Louis Riel Teachers' Association runs as part of the provincial plan under a Group Trust between the Manitoba Teachers' Society and the Manitoba School Boards Association. Under this trust, each Association determines the coverage within three categories of benefits. All premiums are determined by the claims experience in each Association and any inflation incurred on Dental costs.

Presently the LRTA plan has co-insurance at all categories. That means that LRTA members will be billed for a percentage of the costs and Blue Cross will pay the balance.

The existing benefits are:

80% co-insurance, on Basic, covering such items as; (Blue Cross pays 80%)

◆ **BASIC COVERAGE (PREVENTATIVE SERVICES)**

Examinations	Fillings	Periodontics	Cleaning	Endodontics
Consultations	Fluoride	Extractions	X-rays	Drugs
Anaesthetics	Denture repairs			

80% co-insurance, on Major and restorative, covering such items as; (Blue Cross pays 80%)

◆ **MAJOR RESTORATIVE**

Bridges and Crowns      Gold fillings (if required)      Partial and complete dentures  
Replacement of existing appliances (if 5 years old or rendered unserviceable as a result of additional work if temporary only)

50% co-insurance, on Orthodontic services, covering such items as; (Blue Cross pays 50%)

◆ **ORTHODONTICS**

Correction of malocclusion of the teeth	Observation adjustments
Repairs and alterations	Appliance service
Recementation of bands	Consultations

All three categories have a combined annual maximum of \$1500.00 per insured family member per calendar year for all services. That is to say, a member can bill for any combination of categories up to \$1500.00 per person, per year.

Present premiums are;	Single	\$31.95/month
	Couple	\$66.86/month
	Family	\$102.75/month

Premium rates are reviewed yearly and the new rates are set.



NEWS RELEASE

March 22, 2011

**FOR IMMEDIATE RELEASE:**

***Students tip scales in support of Winnipeg Harvest  
12<sup>th</sup> Annual Operation Donation a great success!***

**WINNIPEG** – Winnipeg Harvest released the final results from Operation Donation today. Over **70** Manitoba Schools collected over **43,000** pounds of food in support of the **12<sup>th</sup> Annual Operation Donation**.

The week long food drive took place from February 28-March 4 and was supported by The Manitoba Teachers' Society, Manitoba Public Insurance and matched by Peak of Market and Canada Safeway. Manitoba Public Insurance offices collected 13, 263 pounds of food as part of the campaign. Peak of the Market supported the student's efforts by matching what was donated pound for pound in fresh vegetables and made a donation of 57, 123 pounds. Canada Safeway matched pound for pound in non-perishable food items a total of 57, 123 pounds. **The Operation Donation Campaign total was 171,370 pounds.**

Across Manitoba schools from K-12 assist Winnipeg Harvest by collecting non-perishable food items, including, baby food, tuna, soup, canned vegetables, fruit and pasta, and much more.

"Events like Operation Donation take on an even greater importance in these tough economic times," said David Northcott, executive director, Winnipeg Harvest. "With more than 50% of our clients being children, it's more relevant than ever that schools are aware of this disturbing trend. We thank all those who supported the program, especially the students, Manitoba Teacher's Society, Manitoba Public Insurance, Peak of Market and Canada Safeway for supporting our mission to fight hunger. This partnership continues to grow each year and to see the generosity of so many to assist those who otherwise would go hungry is a testament of our caring community", said Northcott.

"The results of this year's Operation Donation are absolutely inspiring," says Pat Isaak, President of The Manitoba Teachers' Society. "Operation Donation could never reach the heights it has without the enthusiasm of students and the support of their teachers. Where there is hope and compassion you will always find teachers. They model so well, the qualities they want their students to learn."

"Manitoba Public Insurance believes strongly in helping to strengthen our communities," said Brian Smiley, Media Relations Coordinator with Manitoba Public Insurance. "We're very proud of the young Manitobans who have taken a leadership role and given so much to their communities through Operation Donation."

Cheyenne Whitfield who is a French immersion student of Ecole Varennes said, "We have come together as one to make 2011 our year to make a difference. Ensemble, nous faisons une différence!"

**For more information please contact:**

Chris Albi

Communications Coordinator

Winnipeg Harvest

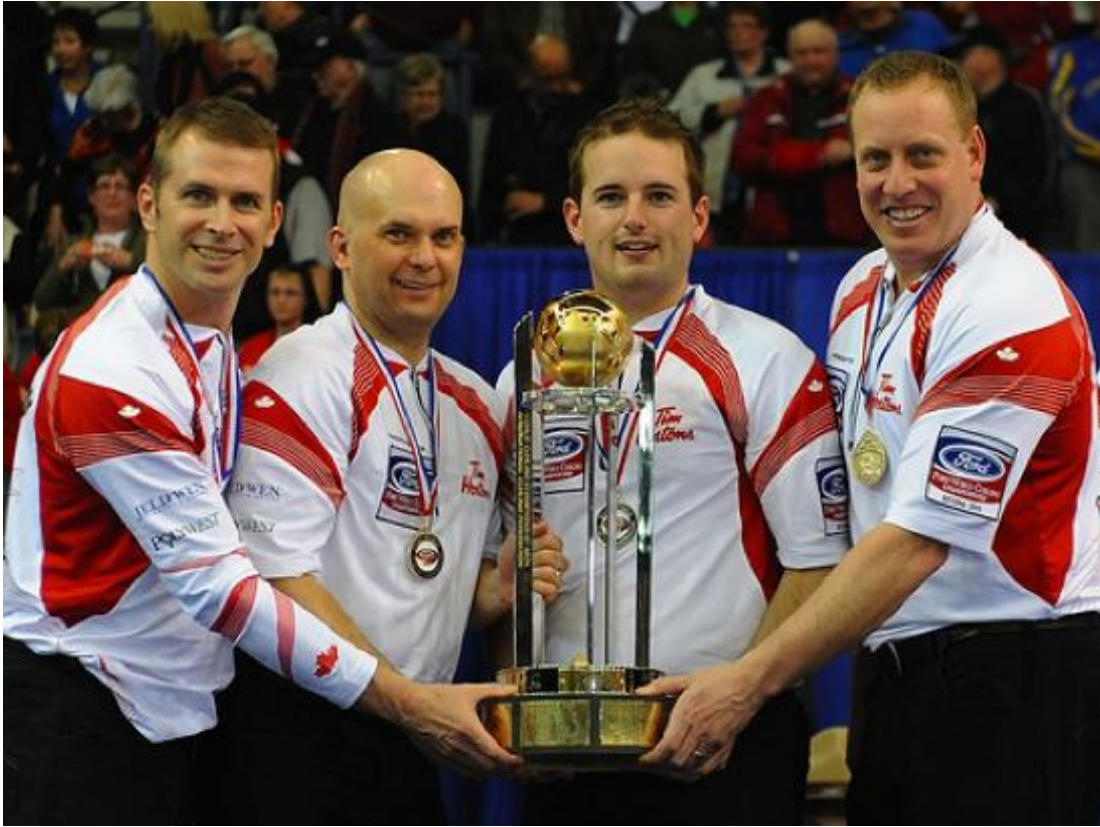
204-982-3584 office

204-229-9660 cell

[media@winnipegharvest.org](mailto:media@winnipegharvest.org) or go online at [www.winnipegharvest.org](http://www.winnipegharvest.org)



# On Top of the World!

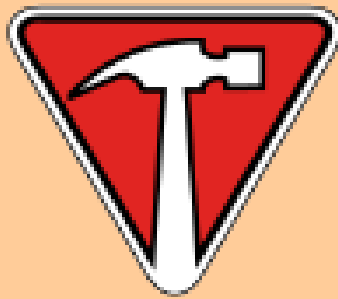


The LRTA wishes to congratulate one of our members for reaching the “Top of the World”! Reid Carruthers (second from right), a Louis Riel Teachers’ Association member for the last two years, played second for the Jeff Stoughton team which captured the Ford Men’s World Curling Championship on Sunday, April 10. Reid and the Stoughton team were playing in the Worlds following a very successful Brier run in March which witnessed the Stoughton rink defeat every team at the Brier.

Reid taught at J.H. Bruns last year and is a regular substitute teacher this year. From early last spring, Reid and his team were focused upon achieving the lofty goals they set for themselves and as the photo illustrates, they were very successful in achieving those goals.

Last year, before Reid’s World Championship, Reid was a member of the Louis Riel Monday Night Staff Curling League. However, we don’t believe the two are connected.

Congratulations Reid! It was a pleasure for all members of the LRTA to cheer you on and witness your success!



**SAFE  
WORK**

**S** SPOT THE HAZARD  
**A** ASSESS THE RISK  
**F** FIND A SAFER WAY  
**E** EVERYDAY

No. 275  
October 2010

## **Preventing Workplace Harassment**

- New Requirement Effective February 1, 2011 -

### **What is harassment?**

Changes under the workplace safety and health regulation define harassment as

- (a) objectionable conduct that creates a risk to the health of a worker

or

- (b) severe conduct that adversely affects a worker's psychological or physical well-being.

Conduct is considered to be objectionable if it is based on race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin.

Conduct is considered to be severe if it could reasonably cause a worker to be humiliated or intimidated and is repeated, or in the case of a single occurrence, has a lasting, harmful effect on a worker.

The objectionable or severe conduct, as noted above, includes a written or verbal comment, a physical act, gesture or display, or any combination of these.

It is important to note that the reasonable, day-to-day conduct of an employer or supervisor in managing, guiding or directing workers or the workplace is not harassment. Appropriate employee performance reviews, counselling or discipline by a supervisor or manager is not harassment.



## What are my responsibilities?

Workers, supervisors and employers all have a responsibility to not harass anyone in the workplace.

Employers must develop a written policy to prevent harassment in the workplace and must make sure that workers follow this policy. In developing the policy, employers must consult the workplace safety and health committee or representative. If there is no committee or representative, the workers must be consulted.

The written harassment prevention policy must be posted in the workplace in a place where it will be easy for everyone to see.

## What must be in the harassment prevention policy?

The harassment prevention policy must include the following statements:

- Every worker is entitled to work free of harassment.
- The employer must ensure, so far as is reasonably practicable, that no worker is subjected to harassment in the workplace.
- The employer will take corrective action respecting any person under the employer's direction who subjects a worker to harassment.
- The employer will not disclose the name of a complainant or an alleged harasser or the circumstances related to the complaint to any person except where disclosure is
  - necessary to investigate the complaint or take corrective action with respect to the complaint, or
  - required by law.
- A worker has a right to file a complaint with the Manitoba Human Rights Commission.
- The employer's harassment prevention policy is not intended to discourage or prevent the complainant from exercising any other legal rights pursuant to any other law.

The harassment prevention policy must also provide information on:

- How to make a harassment complaint.
- How harassment complaints will be investigated.
- How the complainant and alleged harasser will be informed of the results of the investigation.

**Reference to legal requirements under workplace safety and health legislation:**

- Harassment: Manitoba Regulation 217/2006 Part 10

**Additional workplace safety and health information available at [www.safemanitoba.com](http://www.safemanitoba.com)**

- Guideline for Preventing Violence and Harassment in the Workplace
- Sample Harassment Prevention Policy